

10-1-1926

## UA3/1/6 Suggestive Program Conference, Kentucky Education Association

Kentucky Education Association

Henry Cherry

Follow this and additional works at: [http://digitalcommons.wku.edu/dlsc\\_ua\\_records](http://digitalcommons.wku.edu/dlsc_ua_records)



Part of the [Educational Administration and Supervision Commons](#)

---

### Recommended Citation

Kentucky Education Association and Cherry, Henry, "UA3/1/6 Suggestive Program Conference, Kentucky Education Association" (1926). *WKU Archives Records*. Paper 2048.  
[http://digitalcommons.wku.edu/dlsc\\_ua\\_records/2048](http://digitalcommons.wku.edu/dlsc_ua_records/2048)

This Other is brought to you for free and open access by TopSCHOLAR®. It has been accepted for inclusion in WKU Archives Records by an authorized administrator of TopSCHOLAR®. For more information, please contact [connie.foster@wku.edu](mailto:connie.foster@wku.edu).

SUGGESTIVE PROGRAM

CONFERENCE

KENTUCKY EDUCATION ASSOCIATION

CHERRY'S CAMP BOWLING GREEN, KY.

OCTOBER 1, 2, 3, 1926



THE CONFERENCE OF THE KENTUCKY

EDUCATION ASSOCIATION

HELD AT CHERRY'S CAMP, BOWLING GREEN,

KENTUCKY

..

AN OUTLINE OF THE PROGRAM

FRIEDAY, OCTOBER 1

8:00 A.M. All persons attending the conference are requested to be in my office on College Heights.  
9:30 Members of the conference will attend Chapel Exercises of the Western Kentucky State Teachers College.  
10:30 Automobiles will convey members of the Conference to the camp  
11:00 Opening of the conference for the transaction of business.  
12:30 P.M. Dinner at Camp  
1:30 Conference will be in session.  
4:30 All members who desire, will take a swim in Barren River.  
5:30 Supper at Camp  
7:30 The conference will be in session.

SATURDAY, OCTOBER 2

6:30 A.M. A swim in Barren River  
7:30 Breakfast at Camp  
8:30 The conference will be in session  
12:30 P.M. Dinner at Camp  
1:30 The conference will be in session  
4:30 A swim in Barren River  
5:30 Supper at Camp  
7:30 The conference will be in session.

SUNDAY, OCTOBER 3

7:30 A.M. Breakfast  
12:00 Dinner at Camp  
1:00 Automobiles will convey the members of the conference to Bowling Green in time to catch the trains going North and South.

SPECIAL INFORMATION

PERSONS CAN LEAVE IN THE AFTERNOON AND REACH LOUISVILLE; FRANKFORT, LEXINGTON AND OTHER POINTS THE AFTERNOON AND EVENING OF THE SAME DAY. OTHER POINTS IN THE STATE CAN BE REACHED IN THE SHORTEST POSSIBLE TIME BY LEAVING IN THE AFTERNOON.



C O N F E R E N C E  
K E N T U C K Y E D U C A T I O N A S S O C I A T I O N

A S U G G E S T I V E P R O G R A M

FRIDAY OCTOBER 1

- 8:00 A.M. All persons attending the conference are requested to be in my office on College Heights.
- 9:30 Members of the conference will attend Chapel Exercises of the Western Kentucky State Teachers College.
- 10:30 Automobiles will convey members of the conference to the camp.
- 11:00 General session of the conference for hearing a preliminary statement of the purposes of the conference.
- 11:15 Meeting of the Board of Directors for the transaction of official business and for the purpose of studying the scope and nature of the program to be rendered.
- Separate meetings of the Chairmen of the different departments to study the nature and scope of the program of the K.E.A.A., and other educational matters.
- Meeting of the Chairmen of Special K.E.A. Committees.
- Such other conferences as may be necessary.
- 12:30 P.M. Dinner at the Camp
- 1:30 General conference for the purpose of hearing the report of the Directors of the K.E.A.A., Chairmen of the different departments, and special committees of the Association. This period will be characterized by general discussions and by a specific study of the mission and program of the K.E.A.A., and of needed educational legislation.
- 4:00 Meeting of the Board of Directors and such other meetings as the Chairmen of the different departments and of the different special committees may announce.
- 5:00 A swim in Barren River
- 5:45 Supper at Camp
- 7:30 P.M. The conference will during the day's session decide upon the nature of the program to be considered at its evening session.

SATURDAY, OCTOBER 2

- 8:30 A.M. ORGANIZATION AND PUBLICITY:
- Study carefully the plan for the organization of the State, given elsewhere in this manuscript, and be ready to make suggestions and to name one or more persons in each county who can make an effective county organization.
- The selection of one or more persons in each county to make the organization.



The assignment of different counties to the different members of the conference for the purpose of perfecting the organization.

A study of the membership of the Association.

Ways and means of stabilizing the membership of the county on a 100% basis, and the assignment of the counties that are not now on a 100% basis, and the assignment of the counties that are not now on a 100% basis to the different members of the conference.

The consideration of a publicity program and other matters that will be brought up for consideration by the different special committees of the Association and by other organizations and individuals.

12:30 P.M. Dinner at Camp

1:30

The General Session of the conference will determine the nature of the program for this period and all other periods for the remainder of the conference.

#### PROPOSED LEGISLATION

The K.E. A. has already endorsed the following:

The amendment of the constitution of Kentucky in such a way that the State Superintendent of Public Instruction may succeed himself.

The amendment of the Constitution of Kentucky in a way that will enable the State Board of Education to make a distribution of a part of the school funds of Kentucky on some other than a per capita basis.

The creation of a State Board of Education to consist of seven members, six to be appointed by the Governor, and the Superintendent of Public Instruction to be ex-officio member and Chairman of the Board. The appointed members to have overlapping terms in order to make the Board a continuous one; not more than three of the appointed members to belong to any one political party and none to be actively engaged in educational work.

An attendance law uniform in its application throughout the State, requiring attendance for a full term of school of all children who are physically and mentally fit between the ages of seven and sixteen; subject to the provisions of the Child Labor Laws.

A recodification of the school laws of Kentucky. Extensive and expert work has already been done along this line. Some of the leading educators of the State have suggested that the bill that was introduced at the last session of the General Assembly should be carefully studied by an attorney of ability and introduced again at the next session.

The establishment of a Teachers Salary Schedule based upon the qualification and the experience of the teachers.

The Consolidation Laws be amended making them more specific, especially along the lines necessary for the development of a fundamental educational system

#### SPECIAL SUGGESTIONS

The Kentucky Education Association has already endorsed many professional programs that have not been enacted into



laws. The time has come when the K.E.A. should vindicate its vision, its mission and its recommendations, by putting its programs into execution.

Agree upon three or four of the most vital educational needs that must be accomplished through educational legislation and take steps to organize the entire profession and the citizenship of the State behind such proposed legislation, thereby making the campaign definite, universal and effective.

Develop an educational policy and program that will unify all commencement and other educational programs that will be rendered between now and the meeting of the next General Assembly, making these programs of a type and nature that will explain and popularize the program of the K.E.A. The thousand or more commencement addresses which will be delivered within the next year should be of a nature to advance and illuminate the educational program of the Association.

Interpret and popularize the County Administration Law by developing a better understanding of its fundamental value and place in the school system, thereby making the frequent attempt to repeal it an unpopular and unworthy procedure.

The Kentucky School Journal, the official publication of the teachers and of the Association, is an important factor in the life of the Association and of the State. It will reach from 12,000 to 13,000 of the teachers. It offers a wonderful opportunity to disseminate the best things education offers, and to aid the teachers in working out their educational programs. The publication is already an attractive one, but in order to vindicate its opportunity and keep faith with the membership of the K.E.A. it will be necessary for the Association to give it such organized and material support as will make it the foremost publication of its kind in the country.

The Association might offer several prizes for the best articles prepared on the different items of the proposed legislative program of the Association. This would, no doubt, prompt the people and especially the teachers to study the vital educational needs of the State, and at the same time furnish material for publicity purposes, and information for those who desire to prepare and to make educational addresses upon the proposed program of the Association.

#### THE MISSION OF THE STATE TEACHERS ASSOCIATION

Mr. Frank L. Pinet, Secretary of the Kansas Teachers Association writes: "To some educational leaders a state teachers' association is an organization maintained for the sole purpose of providing for annual meetings of the teachers of a state. Another type of educational leadership feels that a state teachers' association must justify its existence in an entirely different fashion. This latter group believes that the state teachers' association should be the central and co-ordinating educational force in the state, and that among its legitimate activities, may be listed the following:

1. The publication of an official journal
2. An aggressive policy relating to educational publicity and educational legislation.
3. A teacher placement bureau
4. Meetings of various sub-organizations.

It is the writer's conviction that a state teachers' association must from year to year grow not only in membership but in the enlargement of its activities. If teachers are to pay a membership fee year after year they must be shown some decided benefits each year for the payment of the membership fee. A detailed description will prove how a new activity was developed in Kansas State Teachers Association.

The Kansas Teacher Placement Bureau was organized in June 1920, by the Kansas State Teachers Association. Under the regulations laid down by the Board of Directors of the Kansas State Teachers Association, the service of this bureau was to be furnished



free during the remainder of 1920 to all members. This was done because the Board was not convinced as to the practicability of the plan and wished to experiment with the idea before establishing it as a part of the permanent policy of the Association. Owing to the lateness of the season and the fact that considerable time was lost in preparing blanks and records; and owing also to the fact that the Secretary of the Kansas State Teachers Association felt it necessary to proceed cautiously on account of the expense involved, only about 150 teachers were placed in teaching positions during this year. About 700 members of the Kansas State Teachers Association enrolled in the Kansas Teacher Placement Bureau and approximately 400 vacancies were reported to the Bureau. The cost of maintaining the Bureau this year was met directly from association funds and amounted to about \$4,000.

In planning for the new year the Board of Directors followed the recommendations of the Secretary of the Association and permitted a charge of  $2\frac{1}{2}\%$  commission on the first year's salary to those placed through the efforts of the Kansas Teacher Placement Bureau. This action meant that the Bureau must be self-supporting. The second year, which was the first full year the bureau was in operation, about 200 teachers were placed and the commission charge was sufficient to cover the cost of operation, about \$8,000. Since that date the Bureau has shown a healthy growth from year to year and the commission charge of  $2\frac{1}{2}\%$  has been sufficient to pay the cost of the Bureau. In this connection it should be stated, however, that in estimating the cost of the Bureau no charge has been made for the services of the Secretary, no charge has been made for rent or use of office equipment and no charge has been made for advertising space in The Kansas Teacher.

The year that has just closed has been the most prosperous year in the history of the Kansas Teacher Placement Bureau. During the year 2,425 teachers enrolled. The number of vacancies reported was 1,211, and the number of teachers placed was 323. The receipts from these placements were \$11,226.41, and the expenditures were \$10,698.15.

The writer is convinced, however, that the commission charge of  $2\frac{1}{2}\%$  is inadequate. A placement bureau organized as a part of a state teachers' association should not only pay its way but should bring in some net revenue to the association. Consequently the commission charge should be enough to cover the actual expense, including a proportionate share of the secretary's salary, the rent, the office equipment, and should contribute something to the association reserve fund. Since well established private teachers' agencies find it necessary to make a 5% commission charge, it would seem that a commission charge of  $3\frac{1}{2}\%$  would be the proper charge to be made by a teacher placement bureau which is a part of a state teachers' association.

Arguments in favor of a state association's establishing a teacher placement bureau may be set out as follows:

1. A teacher placement bureau as a part of a state teachers' association serves to popularize the association. Teachers who obtain positions through such a bureau will feel that the association is doing something tangible in their interests.
2. The establishment of such a bureau is a distinct saving to the members of the association who are also members of the bureau. Under a plan of a  $3\frac{1}{2}\%$  commission, the saving would not be so great yet would be considerable.
3. A teacher placement bureau makes it possible to render more efficient and less selfish service than is often rendered by a private teachers' agency. A teacher placement bureau which is a part of a state teachers' association need not concern itself so much with commissions as with the thought of rendering service to the teachers and boards of education.



A teacher placement bureau, rightly organized and efficiently conducted, cannot but be an asset to any state teachers' association. How successful it will be will depend very largely upon the basis on which it is established and upon the selection of a director who possesses vision, judgment, tact, perseverance, and the ability to manage the affairs of the bureau in such a manner as to popularize among the teachers and school board members, the work of this phase of the association's activities."

The present organization and proposed organization of the Kentucky Education Association includes all of the above activities with the exception of a Teachers Placement Bureau. The above is given for the purpose of furnishing information and is not intended to be a recommendation that we organize a Teachers Placement Bureau.



SUGGESTIVE COUNTY ORGANIZATION  
OF THE  
KENTUCKY EDUCATION ASSOCIATION

The Kentucky Education Association is incorporated under the laws of Kentucky. It is a spiritual organization established to promote the general educational welfare of the State. This makes its mission universal and patriotic.

The purpose of the Association is to serve the children; develop professional zeal; establish educational standards; create and maintain a helpful and friendly relationship; protect and advance the interest of the teaching profession; unify educational efforts and to put the teaching profession and citizenship of the State behind every worthy educational program.

In order to put these patriotic objectives into operation and make the work of the Kentucky Education Association effective, I suggest the following:

A K. E. A. Committee be appointed in every county in the Commonwealth, to be known as the \_\_\_\_\_ County Kentucky Education Association Committee through which the Association can speak and operate in its work to reach every part of the State in interpreting its mission, creating a professional morale and integrity; stabilizing its membership; broadcasting its legislative and other programs, and in achieving the more abundant life and education.

If it seems practical in the different counties, the proposed committee should be composed of the following, or such a part of the following as may seem proper by the local leadership.

The County Superintendent

A member of the County Board

A city or graded school superintendent

A member of the Board of the City or Graded School

A leading rural school trustee.

A member of the local press who is interested in education and is willing to give it publicity.

One or more leading citizens who are not actively engaged in education, but who believe in a square educational deal and are willing to aid the teaching profession in advancing education.

A progressive minister of the Gospel who has vision of the mission of education and will, if it seems wise, use his influence in having every minister of the Gospel who is located in his county to preach at least one sermon during the year on the value of public education.

The Farm Demonstrator, if there is one in the county.

A member of the State or private school, if such is located in the county.

Members from the Rotary, Kiwanis, Parent Teachers Association, Woman's and other clubs, when such organizations exist in the county.

The above is suggested with a view of bringing the city, graded and county schools; the teacher and layman, the press and the pulpit, the different civic, social and industrial organizations, and all other worthy influences together in a united effort to advance universal education and to put all of them, through the operation of



a central committee, behind the State-wide educational programs and policies that will be presented from time to time by the Kentucky Education Association.

We realize that the life behind the committee or organization is more important than the committee or organization. The success of the County Committee will not rise higher than its Chairman. It is, therefore, very important to select Chairmen for the committee who have vision and executive power, and members for the committee of that type of personality and leadership that will give the county organization patriotic action. In making these recommendations, however, I have no intention of limiting the freedom of the county making the organization. I believe the local leadership which we select should have freedom and responsibility and that even the size of the committee in each county should be determined by it after conditions existing in the county are considered. The vital thing for us to do at this time is to find someone in each county who is capable and who will be willing to make this organization.

The County Committee of the K.E.A. is, of course, an organic part of the organization of the Kentucky Education Association, and it is, therefore, its duty to cooperate with the Board of Directors and the Executive Secretary of the Association in all of the work that will be carried on under this organization.

I give below suggested duties of the proposed county committee or organization:

To interpret the fundamental and patriotic mission of the Association to the people in the county and the people of the State. Organizations like individuals have personality. The Association has done a great work for education, but its real personality has not been felt as it should have been and its opportunities have not been used. The Association should have a militancy and effectiveness that would give it a commanding position and influence among all of the people of the State.

To influence the teaching profession of the county to enroll in the State Association on a 100% basis and, if possible, to bring about that State of professional stability, integrity and loyalty that will enable the committee to authorize at each annual session of the Association a 100% enrollment for the succeeding year. It is earnestly hoped that the different county organizations will be able by stabilizing and professionalizing the teaching profession, to remove the Association from the attitude of being a professional beggar. This can be done only by making membership in the Association a professional duty, a professional conviction and an individual responsibility.

To advance the programs recommended by the Association by interpreting the value of these programs to the people of the county and to the people of the State, and by interesting all State Senators and Representatives in all proposed just educational legislation.

To prepare educational articles and assemble educational news of a local nature for the press of the county and to make such efforts as are necessary to secure the publication of the same in the newspapers of the county.

To receive such educational articles and school news of a state-wide nature as may be assembled by the Publicity Committee of the Association and to have the same published in the local press.



To enlarge the county organization, by making sub-organizations in the different school districts and other divisions of the county, provided the county organization deems a procedure of this kind wise and effective.

To visualize education in such a way as to make it a community conviction and morale, thereby making it possible to have sympathetic supporters and champions in the public offices and in the legislative body of the State.

To stimulate civic activity and responsibility among the voters of the State, prompting them to interpret their patriotic responsibility on election day and to go to the polls and cast a ballot that will be in the interest of a better citizenship, better education, better roads and better government.

To organize with the consent and with the cooperation of the Kentucky Education Association educational campaigns in the county under the auspices of the Association for the purpose of improving educational conditions in the county.

ALL OF THE FOREGOING IS MOST RESPECTFULLY  
SUBMITTED.

H. H. CHERRY

PRESIDENT KENTUCKY EDUCATION ASSOCIATION.



SOME OF THE THINGS TO BE BROUGHT BEFORE THE BOARD OF DIRECTORS

OF THE KENTUCKY EDUCATION ASSOCIATION

Read the minutes and O.K. all of the former actions of the Board of Directors.

Receive the report of the Executive Secretary and consider such matters as he may bring before the Board.

Decide upon the central theme that should guide the Association in making its next program.

Determine the place of the general meeting and the headquarters of the next Association.

Decide whether the public will be admitted free to the meetings of the Association.

Determine the policy to be pursued in having commercial booths for the display of commercial matter, and the price to be charged for each booth.

Study the budget and decide upon the appropriation to be made for each item, including the amount to be spent for talent for the next annual program.

Study the future development of the Kentucky School Journal and authorize such moral educational and material support as is necessary.

Decide whether the Association should make an effort to influence a large number of trustees and members of Boards of Education to attend the Association. If this is done, should they be given the privileges of the Association without cost, and should a special program be arranged for them.

Interpret the scope and work of each department of the Association and consider the best way to recognize certain educational units and organizations that desire recognition but seem to be unable to find a place to work under the present classification of the constitution of the Association.

Authorize the Executive Secretary at this time to make arrangements for the following:

For the headquarters and meetings of the general and departmental sections.

For holding the election during the Association

For such clerical and other help as may be needed while the meetings are in session.

For such reduced R.R. rates as can be secured.

For boarding arrangements during the K.E.A., and other details that require personal attention.